



Part III

“The Pathfinder Certificate of Completion Seminar”

Seminar # 21

Issue # Twelve of 12 key Issues: Faith, Spiritual Practices

Introduction

It is through a desire to please God that we seek to serve Him by obeying his commandments to “Love One Another”. As a Church, it becomes the soul of who we are and in our ministering of our faith, this becomes what we do from within the structure of the ministry.

We find most Churches are not set up to provide purpose driven Church ministry’s, with highly effective volunteers. In its place where excuses of “because, that is the way we’ve always done it” statements are perceived as “go away, don’t bother me, can’t you see I am overloaded”. This can become a combination of wasted spiritual gifts inside our volunteers and valuable ministering experience from those leaders that could have inspired others to serve in ministry.

But it is possible to harness the gifts of our volunteers in a new way. Their desire is to share God’s love, their desire is to be obedient to His word. These can become the volunteer’s shared gifts and will create a sustainable ministry program that is designed to feed the spiritual development of the volunteers, the families and Church. What is missing is structure, process, training and a willingness to fail, while knowing that God oversees all that we do.

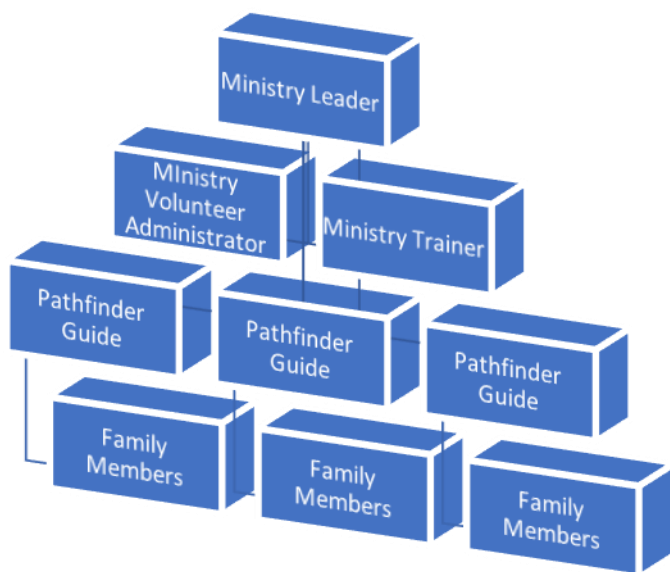
The first step is to develop the *culture* from which the “Invest in the Family Ministry” will operate. This is done when leadership gathers those who will volunteer and asks them, “What are your **VALUES**, what are your **BELIEFS**”? Once this is out in the open, the leadership can ask, “*how do you want to serve the Lord our God*”? And with their answer, build an organized ministry supported with processes, training and budget. This is how an organization can set a new path, one where those who will travel it, help to design it, and therefore have ownership in how well it works in serving the needs of others with God’s mercy, love and compassion.

The first assumption is that a Church leadership seeks their Church ministry’s alive and functioning at its fullest potential. If “good enough is enough” then do not bother going any further with this ministry development. It would be futile, because maintaining the status quo is a pathway to failure.

This section will outline how to take a culture and design a sustainable, successful Purposeful Driven Ministry, with Purpose Driven Volunteers.

Please follow these implementation steps and add a flavor of your own to create something that is exciting and forward thinking. Be bold in prayer, be assertive in faith and know that our God is here, every step we take.

The structure of a ministry is where all this comes alive.



Identify the three main programs of the ministry



Issues the Family Faces

Is leadership right for you?

Ministry Leadership:

The Ministry Leader will meet with the Ministry Administrator and Ministry Trainer to review status of education, development and networking resources for each individual ministry member. The review is conducted quarterly to determine if the programs offered are being utilized and if the meetings are on target towards developing the needs of the ministry members. The members are not held accountable to progress in any of the two programs. But if they are taking these programs, we want to confirm the programs are meeting their needs and obstacles are removed.

Family Education is Leadership:

The ministry leader will focus a portion of their time in speaking with the group during monthly meetings, to facilitate healthy, supportive relationships within the ministry, and grooming the experience of a selected few to take the roles of leader, administrator and trainer (succession planning steps) at some point in the future. Their focus will also be on affairs outside the ministry. The leader will be notified by the Ministry Administrator if a family misses three or more consecutive meetings, to call and follow up with that family. This supports our ministry culture “No Family Left Forgotten” Policy.

Because family education equals family empowerment, this area will likely take up most of the leader’s time.

Family Spiritual Development is Leadership:

The Ministry Leader will have an annual meeting to design the individual spiritual development plan with the Ministry Administrator, Ministry Trainer and Ministry Pathfinder Guides. Although we are all titled volunteers, our true calling is in being disciples of Jesus Christ. This is the reason for the development of our combined spirit. We believed that our Church of volunteer’s are also Disciples of Jesus Christ created for a greater service to the Lord as we respond to His call to serve others. For this reason, the Ministry Leader will oversee all members of the ministry who choose to participate in the Spiritual Development SP~ARK’s Program.

Family Resource Networking is Leadership:

There are many resources available to assist the ministry, its volunteers and members. The Ministry Leader will ensure that a balanced list of Govt, Private and Professional resources are made available to the ministry membership and connection to inner Church ministry's is also included to this list.

VIDEO ONE:



ASSIGNMENT VIDEO: On www.youtube.com/

Search Title: How to Start a Church Ministry | Mission, Ideas, Organizing, Leadership, and Money

How to Start a Church | Start a Ministry | Mission, Ideas, Organizing, Leadership, and Money <http://www.StreetBishops.com> What is keeping you from starting the ministry that the Lord has put on your heart? Now is the time to take the lead from the Holy Spirit and take action towards starting your ministry. This video will provide you with the first steps leading to a successful start. This video addresses the following: how to start a ministry how to start a ministry with no money how to start a ministry step by step how to start a ministry from scratch how to start a ministry business how to start a ministry blog how to start a ministry online Email Rev Lance at secretary@streetbishops.com for clarification of any issue touched on in this video. Do you want a ministry coach that will guide you towards your successful start up? Lance is

Duration: 19:27

Link: <https://www.youtube.com/watch?v=vTYIkH9-JHo>

A TYPICAL MEETING AGENDA:

- I. Welcome & Update Announcements
- II. Family & Pathfinder Guide, Small Group Session
- III. Family Education Seminar, Large Group Session
- IV. Networking Connections, Large Group Session
- V. Conclusion and next meeting assignments

MINISTRY MONTHLY MEETINGS

In the monthly meetings is where all education learning track will be presented. The ministry is designed to hold monthly meetings. Each meeting will be led by the Ministry Trainer and Ministry Pathfinder Guide. The next meeting agenda will be announced at the end of all previous meetings.

Process Family Member Education: “The Family Solution Finder” Program

- **The Pathfinder Segment:** Because each family is assigned a Pathfinder, they will begin their meeting with a time to breakout and address issues that are current, open for discussion with their families. **20min**
- **The Small Group Segment:** Then as the meeting progresses, all the small groups will gather together and share challenges that are common to everyone’s concerns. **20min**
- **The Large Group Education Segment:** A selected Learning Track from “The Family Solution Finder “Learning Seminar Library will be given to the large group audience. **1hr.**

Process Individual Spiritual Development: SP~ ARK’s Program

- The individual family member will be invited by their assigned Pathfinder to complete a voluntary personal assessment to more clearly determine where they are in their faith practices.
- The individual will complete an “annual development plan” based on the results of their personal assessment and desires to learn more about their faith. A subscription to an on-line religious education site will provide the necessary learning selection tracks.
- The Ministry Pathfinder Guide will ask the individual about their spiritual development progress during the meeting. If follow up is needed, this can be completed in a dialog outside the group meeting time.

Both the Education Learning Seminars and Spiritual Development programs are not required for a ministry member to be a part of this ministry. However, most families will likely participate in at least one.

Process Family Referral Resources Networking: M.O.R.E. Program

- The family will be invited to complete a “Current Needs Assessment” Worksheet prior to the meeting which will be brought up for discussion with their Pathfinder. This worksheet will aid in directing both parties to find the right level of support for the family to follow up with in the month to follow.
- The Pathfinder will present these sheets to the leadership, if finding resources is difficult or a connection is not to the family’s satisfaction.



Obstacles the family will likely address

Typically, volunteers come to a ministry under-trained to do their assigned tasks.

7 Habits of a Highly Effective Volunteer

To become a “Highly Effective Volunteer” there is work on the volunteer’s part to make the choice that they are going to take the time to volunteer. Because our time is valuable, it only makes sense to do it to their best ability.

Given that volunteering has typically been practiced as a “learn as you go” job, few are trained in the art of volunteering, and even fewer are trained to be leaders.

To be Highly Effective as a volunteer, training is going to be necessary.

To guide the volunteer in their training, it is helpful to consider the top habits that other successful volunteers have used in the course of their lives as volunteer’s. What better way to learn than from someone who has already learned those habit’s which are required on how to be effective.

Habit # One: Reading and Obeying the word of God.

Habit # Two: Active Prayer Life.

Habit # Three: Setting Spiritual Goals.

Habit # Four: Cultivate the Talents of Others.

Habit # Five: Take Responsibility for Their Souls.

Habit # Six: Service to Others.

Habit # Seven: Remain Focused on Eternity

Highly effective volunteer’s lives are powered by God. When in a situation, they know the scripture, they know what God says about each life situation, and they can quote it, to remind themselves of what Jesus would do or say.



Solutions to Issues & Obstacles

SOLUTION ONE: Educate the Family about their journey

The Family Solution Finder

Workbook



Four Learning Tracks

There are four (4) learning tracts in the substance use disorder learning seminar's library. These seminars are not sequential; therefore, each can stand alone and be delivered on an as needed design. The seminars can be self-administered, presented in a small support group, as a ministry monthly meeting or as a larger Church wide, local community seminar.

Learning Track One: It's About the Family Dynamic

The Family Is a System, Seminar: The goal is to 1. Be able to identify the four domain parts in the family system 2. Identify how functionality and potentiality impact the family's desired outcomes 3. Use the Functionality and Potentiality worksheet to understand each family member capability to work towards a common goal.

Different Roles of Family Members, Seminar: The goal is to 1. The attendee will be able to name the eight (8) roles family members play within the family system dealing with substance use disorder. 2. To identify which role applies to each family member using the list of eight roles in the family system. 3. Using the "Family Roles Worksheet", the attendee will be able to provide their understanding of each role and how that person might respond to a family issue, given their role in the family system.

Childhood Trauma and Substance Use Disorder, Seminar: The goal is to 1. Increase the awareness of the impact childhood trauma has on teenager and adults in their resilience towards using drugs. 2. What scales are used to determine the level of trauma. 3. What are the diagnostic tools used to identify childhood trauma.

Different Types of Family Therapy, Seminar: The goal is to 1. Identify the 8 foundations of family therapy 2. What is Multi-Dimensional Family Therapy and how is it different from other therapies 3. What are the other therapy models for families on a journey with substance use disorder?

The Four Primary Family Support Structures, Seminar: The goal is to 1. The attendee will be able to name the four (4) primary family support structures. 2. The attendee will be able to identify organizations within their geographic area that provide services for the family to access within their geographic area. 3. Using the information identified within these exercises the family will complete their family plan of action with information needed to access services from the four primary family support structures.

Learning Track Two: Getting Educated about the Disease

Getting a Diagnosis, Seminar: The goal is to 1. Identify the warning signs of addiction 2. List the primary assessment tools used to create a diagnosis 3. Understand how to use the diagnosis information and respond to the family.

Substance Use Disorder is a Disease of the Brain, Seminar: The goal is to 1. Identify how the brain works with and without substance use disorder 2. Create an understanding of why it is a disease of the brain 3. Develop a working knowledge of how this is a lifelong disease.

The Disease Progresses in Stages, Seminar: The goal is to 1. Identify how disease progress 2. Create an understanding of what is required to manage the progression of the disease 3. Have a working knowledge of what to expect in each stage of the disease.

Relapse is Part of the Journey, Seminar: The goal is to 1. Understand what causes relapse to occur 2. Identify the three stages of relapse 3. Have a working knowledge of how the relapse stages are assessed and then managed.

Learning Track Three: Getting Organized Around the Disease

Obstacles a Family Faces in this Journey, Seminar: The goal is to 1. Identify the 12 Key Family Obstacles 2. Apply this model to the family's current situation 3. Determine how the family can proactively address the obstacle.

SOLUTION TWO: Developing personal spirituality and faith practices



Spiritual Development of Family Members & Volunteers

From a review of many Church ministry's we find people who desire fulfillment by sharing in God's love through the gifts of volunteering. In the bible we read: "The third time he said to him, "Simon son of John, do you love me?" Peter was hurt because Jesus asked him the third time, "Do you love me?" He said, "Lord, you know all things; you know that I love you." Jesus said, "Feed my sheep". John 21:17

In many ways the Church, is Peter, the families on a journey with substance use disorders are the Lord's sheep and Jesus Christ calls the Church to feed them. He did not say feed some of my sheep, some of the time.

It is with this understanding that a Church needs to have a deliberate and responsive structure that reaches out into our family's homes and shares God's love. This is especially true for those who are not able to come to the church for a sharing in the Sunday services and Mass. Here they will find the worship in the Sacred Scripture and Communion as a church family, His family, our community in faith as a family.

It will become the case that unless a Church has designed Family focused ministry program that is purposefully structured by design to support these families, it is likely they will not see the way of practiced faith in their suffering. By ministering to the family, making available education to learn how to survive in this epidemic, they will not be alone or abandoned in their suffering.

In a recent case review, a member of the congregation spoke of a family that has a child experiencing the throws of addiction. This was a person with great faith and commitment, contributed to the church life for years. Unfortunately, from the advancement of this addiction and now brain disease of her child she must stopped volunteering and stopped coming to Sunday service. Her daughter asked for someone to come and visit from the church. Although the church office was contacted, the request had no formal channel to follow and therefore No One Responded. Now because of the stress in caring about this child, the mother and daughter also cannot make it to Sunday services.

They are depressed, and their anger is directed at the church, "where are they, why aren't they asking how we are doing"? What is my faith worth if when I am in need, why doesn't anyone care enough to contact us and help? They are angry because they feel abandon. This church has many ministry programs, but no formal process or structure in place as a response to this type of request.

THE SP~ARK's PROGRAM

There are three (3) levels of programs available to the church within the “Invest in the Family Ministry”: The Culture of the ministry develops the ministries volunteers through a) Purposefully Driven Ministry program and b) Habits of Highly Effective Disciples program. The Invest in the Family Ministry model is needed in order to have highly focused ministries that are run by well-trained ministry leaders using spiritually developed volunteers as family Pathfinder Guides.

The SP~ARK's Program sets into place the needed structure, culture awareness and path for volunteers to follow in directing their synergies towards the mission and goals of the Church. The SP~ARK's Program is needed in order to have structure spiritual education which will effectively and consistently meet the needs of the Church volunteers and family members towards the development of their personal spirituality and faith journey.

- The family is an ARK, the same way that Noah had built God's Ark, “*Invest in the Family Ministry*” becomes the families Ark. Building such an Ark is the role of ministry volunteers. This is where God will take His believers into His protection from the storm, He nurtures them with His spirit and covers them with empowerment. Then releases them into the world. So does the Ministry create a place in the family Spiritual - ARK program, with the volunteers who nurture them to be supported and released into the world as a family connected to their faith and practices of the Church.

- The other Ark is from the old testament that of “God's Covenant”. In this manner, God's Ark is inside His written word of scripture. This same covenant exists inside the families and volunteers, where the scriptures come a live through education development within the ministry design. To be carried into the home and place of caring of our Church families. The ARK is in the temple of the volunteer and the family. We Stand up to Stand Together as one in the face of our drug epidemic.

- What we are creating is a Culture of “Spirituality, developed in these two Arks' of the Church”, SP~ARK's, a new twist on the word SPARK's, to light a fire one needs a spark. To light a Church on spiritual fire, what is needed is the SP~ARK's program, structure, process, training. Designing the Ministry into purposeful ministering, The Volunteer into disciples of Christ and the Family into practicing our faith in worship to the lord during times of suffering and doubt.

We see the Church ministry culture as the spark, the filament it ignites is the volunteer's “their developed spirituality”. These lamps are lighted to assure when the groom comes, we will be included to the wedding banquet. The Church leadership desires to bring all its Church members to this feast and celebration. To do this it needs to create a structure where this can all take place. The SP~ARK's Program will build the needed structure, process, roles and training for the Church.

SOLUTION THREE: Building a Referral Network

FAMILY RESOURCE COORDINATION,

The M.O.R.E. Program (Member Organizing Resources Evaluation)



The family resource coordination Evaluation (M.O.R.E.) is designed to provide structure and process to networking families into agencies and services that best meet their needs. Here is where the Pathfinder Guide and family meet to review their needs and match them with resource both from within the church and the local community.

I. Take an Inside the Church Inventory

The ministry Administrator will complete a list of church ministry's and their contact information to ensure Invest in the Family Ministry members have this list as a referral resource. They will keep this list available and updated for both Pathfinder Guides and Families.

EXAMPLE:

- The Women's Prayer Group.
- Religious Education Group.
- Men's Fellowship Group.
- Social Justice Group.
- Children's Religious Education Group.
- Spiritual Retreats.

COORDINATION OUTLINE

Recruiting the right mix of services and providers, Operating, and Sustaining Effective Partnerships: A Critical Step in Community Resource Mapping.

Recruiting Partners (Mix of services within your referral network)

1. Prepare yourself. a. Develop a list of desirable characteristics in potential partners. b. Look for diversity among your partners.

2. Develop a common vision.

a. Be clear on what you are trying to accomplish within the community (i.e., develop healthy youth equipped with the skills necessary to contribute to the community).

b. Understand the needs and goals of the organizations with which you wish to partner.

c. Find ways to shape how a partnership will help meet your needs and goals.

d. Remind partners that their involvement may give them more visibility within a community.

3. Be clear on the role you want the partner to play. a. Clarity from the beginning will allow you to find the right partners. b. Try to involve decision-makers and top management.

Operating the Partnership, The partnership will be comprised of multiple agencies from diverse backgrounds. All partners should feel a sense of ownership and commitment.

1. Involve top-level people. a. Keep in mind what an organization hopes to achieve through involvement in the partnership. Show them how their involvement is working for them.

2. Involve the community.

a. Inform the community of your vision. Communicate this vision to parents, civic and youth groups, churches, and others who may share your vision.

b. Involve the community in your work.

3. Get organized.

a. Make sure your goals are established and that they are obtainable.

b. Establish policy-making procedures that will frame the work of the partnership (e.g., lines of communication, reporting, etc.).

c. Hold regular leadership and work group meetings with concise, well-planned agendas.

d. Assign a lead person in each organization to facilitate the work.

Sustaining the Partnership, It is important to make the partners feel that they are part of something important to the community. Also, it is critical that they see the return on their investment.

1. Support all partners. a. Establish committees and workgroups. b. Orient and support all new partners. c. Mentor any new partners.

2. Make work meaningful.

- a. Rotate leadership.

3. Recognize contributions.

- a. Create opportunities for partners to celebrate success and develop mutual trust.

COORDINATING THE CHURCH OFFICE AND LEADERSHIP

For this process to work smoothly, the Church staff needs to have a clear and practiced understanding of the Organization Chart, Communication Diagram and Process Flow of request to the ministry. The Church leadership needs to support the importance of the staff understanding and using the process as it is designed. A brief 30-minute instruction (Lunch and Learn) should accomplish this level of training.

COORDINATING THE MINISTRIES

By using the “*Invest in the Family Ministry*” seminar and inviting the selected ministries to participate; a standardized understanding can be established. Setting up an ongoing quarterly Church ministry meeting will also help to communicate activity and improve communication.

COMMUNICATION CHANNELS TO CHURCH MEMBERS

The process for the Invest in the Family Ministry has a standard design for communication to the Church staff and Leadership, to the ministries and to the Church members. For the Church members, a direct phone line and email address will be provided. As for the marketing and announcements, these too are standardized for effect and purpose.

Three types of channels are considered:

1. Church members to ministry.
2. Ministry to Church, Church to Ministry.
3. Ministry to Family.
4. Ministry to local community.

COMMUNICATING WITH THE FAMILY

The family will begin the sequence of communication by requesting to learn more about the ministry.

This will necessitate a response from the Invest in the Family Ministry once the Families request has been processed through the proper communication channels.

Then monthly ministering activity will take place to ensure a proper level of contact is maintained. The level of contact will be determined by the family and is subject to change.

MASTER FAMILY PLAN OF ACTION FOR: Spirituality, Faith Practices

1. The family member will have a working knowledge of the steps needed to start a ministry.
2. The family member will understand the three different programs to be considered for the ministry: 1. The Family Solution Finder, 2. The SP~ARK's Program, The M.O.R.E. Model.
3. The family members will purchase The Family Solution Finder Learning Seminars Study Guide and Workbook, The Invest in the Family Ministry User Manual and The Substance Use Disorder Journey, It's Time to get Organized book.